



Anti-Bullying Policy

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Ratified by Governing Body	
Signed	
Position	
Review Period	Annually

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Waterside Primary school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

- The school will meet the legal requirements for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in the Children's Act 1989, the SEN and Disability Act 2001, the Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004. (See appendix 1 for more detailed legal framework).
- All governors, teaching and non teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non teaching staff, pupils and parents/guardians will know what the school policy is on bullying.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PSHE lessons, circle time etc) will be used throughout the school to reduce opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work and express themselves free from fear of being bullied.

Explicit within this statement is the realisation that all behaviour is communicating a message whether from an adult or child.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber-bullying: All areas of the internet, such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We believe that:

- All pupils have the right to attend school
- All pupils have the right to be listened to
- All pupils have the right not to be afraid
- All pupils have the right to feel happy and safe at school
- All pupils should be able to trust the staff to act
- Our School has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- All governors, teaching and non-teaching staff, pupils and parents recognise that **bullying will not be tolerated.**

All staff are alert to the possibility of bullying taking place. Our PHSE and RRR curriculae, regular circle times and assemblies include reference to and debates about bullying.

All classes should display the 'Is it bullying' poster. (see appendix 1) Children are encouraged to tell an adult if they feel they are being bullied.

Bullying is not confined to the school premises. It also persists outside school, on the journey to and from school and in the local community and may continue into further education.

The school acknowledges its responsibilities to support families if bullying occurs off the premises.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

If bullying is reported by a child or a parent to any member of staff the report is taken seriously, investigated and a further conversation takes place with the complainant to ensure that they understand what measures have been carried out as a result. Any report of bullying that on investigation meets the criteria above will be dealt with on an individual basis, and the head teacher or deputy head teacher informed. Procedures will include the following:

- A meeting with the child and member of staff (class teacher or member of leadership team)
- A meeting with those accused of bullying
- A resolution agreed together with all involved
- Sanctions such as losing a playtime, writing an apology etc applied
- All staff informed of the issue to ensure appropriate monitoring
- A discussion with the whole class/key stage/ school depending on the seriousness of the bullying
- Parents of both (all) parties informed
- Where appropriate, further sanctions/behaviour plan put in place with parental cooperation

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go in the school
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under-perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has snack money continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Role of Parents/Carers:

Parents/carers have a crucial role to play in offering emotional support and for raising the concerns of their children with their teacher and the school. Parents/carers may be able to identify signs in behaviour of their children that suggest bullying may be taking place. All incidences of bullying should be reported to the school. It is also helpful to work with the school to ascertain a full understanding of any incident/s and dynamics between pupils which may be leading to ongoing issues.

Waterside Primary School feels that discussing issues openly with another parent / child or on social media is to be discouraged so that other children and parents are not influenced by the opinions of others.

Anti racism and harassment

Racism is by definition, implicitly unacceptable in terms of our whole school vision and values, and explicitly in terms of our equality statement. Any racist language, harassment or abuse is recorded on the Hampshire Racist Abuse report form and a return made to the authority. Any incident of the use of such language or behaviour is investigated and brought to the attention of either the head teacher or deputy head teacher. The parents of all children involved are informed and depending on the severity of the incident further action may be taken in line with anti-bullying procedures (see above). Any instance of racist bullying should be brought to the attention of the Senior Leadership Team.

Homophobic bullying and use of homophobic language

Homophobic bullying is when people behave or speak in a way which makes someone feel bullied because of their actual or perceived sexuality. People may be a target of this type of bullying because of their appearance, behaviour, physical traits or because they have friends or family who are lesbian, gay, bisexual, transgender, or questioning or possibly just because they are seen as being different. As a school we have a clear stance on the use of homophobic language in school and we recognise our responsibility to educate pupils to accept individuals. Any instance of homophobic bullying should be brought to the attention of the Senior Leadership Team.

Bullying of children with Special Educational Needs

Waterside Primary School is an inclusive school and an Autism friendly school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are. We have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

High attainers, gifted or talented pupils can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Our Prevent Duty

We follow DFE guidance in relation to Prevent duty and ensure that all staff, governors and volunteers are aware of their responsibility to report any concerns. See Safeguarding and Child Protection Policies.

Equal Opportunities Statement:

Waterside Primary School is committed to working towards equality of opportunities in all aspects of school life. All children at Waterside have the same rights to enjoy a life at school where they can feel confident, secure and safe.

Confidentiality Statement: (See also Confidentiality Policy)

All pupils, parents, carers and staff must be aware that staff cannot offer pupils unconditional confidentiality when a pupil first begins to talk about something where confidentiality may become an issue.

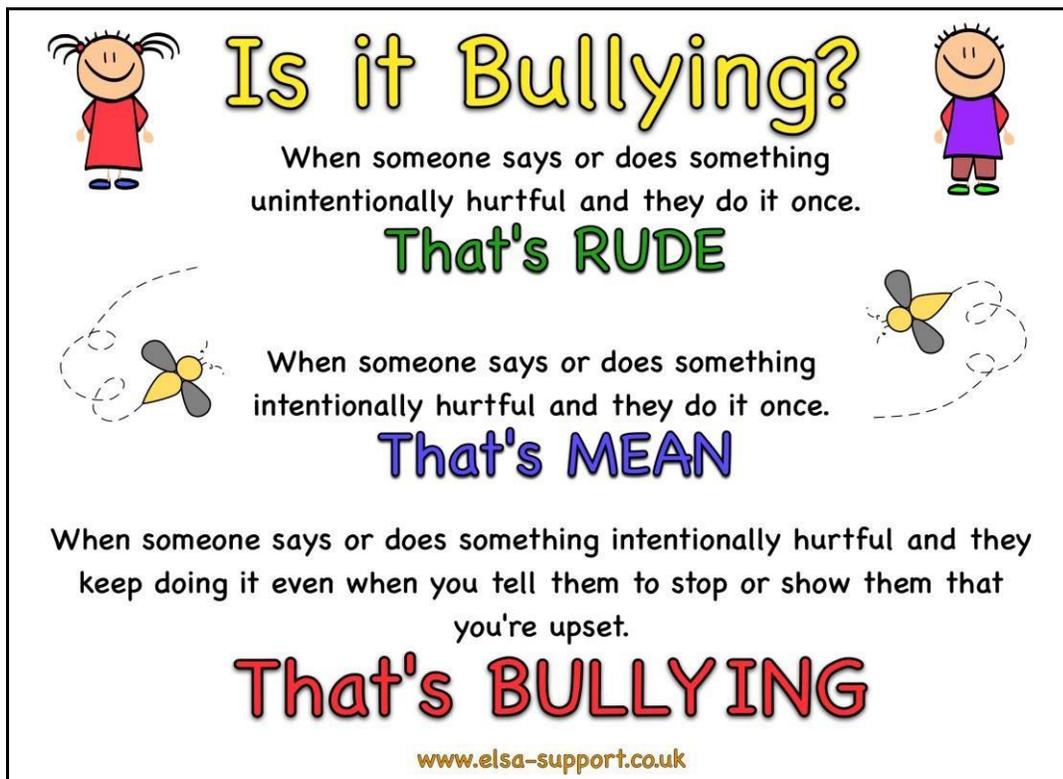
Pupils must be reassured that their best interests will be maintained.

If a member of staff believes that a pupil may be at risk of harm they should seek advice from the designated safeguarding leaders.

Responsibility:

This policy applies to all members of our school community. It is the responsibility of the headteacher, governors and all members of staff to uphold this policy.

Appendix 1



Is it Bullying?

When someone says or does something unintentionally hurtful and they do it once.
That's RUDE

When someone says or does something intentionally hurtful and they do it once.
That's MEAN

When someone says or does something intentionally hurtful and they keep doing it even when you tell them to stop or show them that you're upset.
That's BULLYING

www.elsa-support.co.uk